

ICS 4266-89/1  
12 June 1989

MEMORANDUM FOR: Director of Central Intelligence


VIA: Deputy Director of Central Intelligence

FROM: Lieutenant General Edward J. Heinz, USAF  
Director, Intelligence Community Staff

SUBJECT: Reply to DIRNSA Regarding NAPA Report  
Implementation

1. The attached memorandum for your signature is a reply to VADM Studeman concerning the function of the senior personnel group overseeing the implementation of the NAPA study--the Community Personnel Coordinating Committee (CPCC). This response reflects the dialogue that occurred on this subject during the 7 June Program Manager's lunch and clarifies the fact that the CPCC will support Intelligence Community agency personnel initiatives when warranted. It does not commit the CPCC to endorsing each and every proposal related to personnel management, however.

2. We are in the final stages of completing our NAPA Implementation Plan and should meet our mid-summer deadline for submission to Congress without any problems.

  
Edward J. Heinz  
Lieutenant General, USAF

Attachment:  
ICS 4266-89

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SUBJECT: Reply to DIRNSA Regarding NAPA Report Implementation

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The Director of Central Intelligence

Washington, D.C. 20505

14 June 1989

MEMORANDUM FOR: Vice Admiral William O. Studeman, USN  
Director, National Security Agency

SUBJECT: Implementation of the National Academy of  
Public Administration (NAPA) Study

REFERENCE: Memo to DCI from DIRNSA, dtd 18 May 1989,  
Subject: NAPA Report

*Bill*

I appreciate your views on the NAPA Report and the Community Personnel Coordinating Committee (CPCC). I agree we are in a good position to make the most of the support and momentum generated by the NAPA study. Toward this end, the CPCC will provide a forum for the review and coordination of personnel policies and will facilitate the sharing of information, issues, and initiatives concerning personnel matters. While I do not view the CPCC as a final arbiter or oversight authority of policies proposed by individual Intelligence Community agencies, clearly the CPCC will assess these proposals and, where warranted, lend its support to IC agencies as initiatives go through the Executive and Congressional approval processes.

In addition, I would support an even greater proactive role for the CPCC. We presently lack a mechanism for long-term Community-wide planning in the personnel arena. By its very composition and expertise, the CPCC will be an excellent forum for these matters. As noted in the NAPA study, the demographic trends for the US will make recruitment of suitable candidates even more difficult than at present. It is clear that we must begin now to coordinate our ideas and strategies in order to meet the personnel challenges that are certain to confront the Community as a whole.

I look forward to working with you to improve our personnel management capabilities and appreciate your support for these objectives.

*Bill*

William H. Webster

All portions of this  
Memorandum are Unclassified

SUBJECT: Letter to DIRNSA re CPCC

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